

### Main resolutions or matters recommended to Council for approval

Below is a summary of the main resolutions taken by the HR Committee and the matters it recommended to Council for approval:

1. At its meeting on 27 February the HR Committee recommended to Council the following:
  - a. That Council should consider the implementation of a benchmarked medical aid plan which caters for the current benefits, but at a lower cost;
  - b. The appointment of Dr T.J. Makhafole as Associate Professor in the office of the DVC: Resources, Innovation and Engagements;
  - c. The appointment of a number of candidates in vacant positions.
2. At its meeting on 13 March the HR Committee recommended to Council the following:
  - a. The Human Resources Committee Charter;
  - b. Staff Induction Policy;
  - c. The Grievance Procedure;
  - d. Request for Council to rescind its decision to ratify Management recommendations with respect to staff appointments that have been budgeted for and approved;
  - e. The recognition of TENUA as a labour union with full bargaining rights.
3. At its meeting on 19 June the Committee recommended to Council the following:
  - a. The approval of an annual salary increase of 6% for employees on Grades P1 - P4.
  - b. The appointment of a number of senior and middle level Support and Academic staff members;
  - c. The extension of the contract of the Dean of Management Sciences;
  - d. Approval of the adjustment of evening rates by 6.4%.
4. At its meeting on 26 September the Committee recommended to Council:
  - a. The approval of the Human Resource Committee's Charter;
  - b. The reinstatement of the appointment of a staff member (after an earlier decision by Council to terminate his services);
  - c. Approval of the Committee's recommendations regarding the appointment of a Senior Director: Finance;
  - d. Approval of the creation of two new nGAP positions;
  - e. The conversion of the employment status of a number of staff members;
  - f. To consider a report on guidelines for the appointment of members of executive management.
5. At its meeting on 23 November the Committee recommended to Council:
  - a. The approval of the Disciplinary and Grievance Procedure Policy;
  - b. The approval of the Incapacity Management Policy;
  - c. Approval of the list of mandated HRC reports.

### 3.3.2.5 Student Affairs Committee

The main functions of the Student Affairs Committee are to look at policies relating to students and to recommend to Council important student affairs matters. Some of the main matters discussed at the committee, were the following:

- Student-related policies;
- Infrastructure and residences;
- Student accommodation issues;
- Internet access;
- Student funding and financial matters.

#### Number of meetings held by the Student Affairs Committee and dates of meetings

The SAC held two meetings in 2017, on the following dates:

- 31 May 2017
- 28 November 2017

#### Main agenda items

The following items served as the main agenda items for the SAC during 2017:

1. First inaugural meeting: Purpose of the meeting
2. Charter of the SAC
3. Report by the Vice-Chancellor
4. SAC mandated reports to Council
5. Student Health Services Policy
6. University Bursary Fund Policy
7. Sports and Recreation Policy
8. SRC elections

### Main resolutions or recommendations to Council

At its meeting on 31 May 2017, the SAC made the following resolutions:

- That the Registrar should be tasked to craft a revised version of the SAC charter which would incorporate the comments from members of the SAC at that meeting;
- That a report be submitted to Council which would advise Council about the nature and content of the first SAC meeting;
- That the Acting Dean of Students should circulate all student-related policies to members of the SAC;
- That the Registrar should compare the terminology used in other charters and ensure consistency in the SAC charter terminology.

At its meeting on 28 November 2017, the SAC made the following resolution:

- It recommended the SAC Charter to Council for approval, subject to certain amendments as discussed during the meeting.

### 3.3.3 Summary of Attendance of Council and Council Committee meetings in 2017

NAME OF COMMITTEE MEETING	ORDINARY MEETINGS	SPECIAL MEETINGS	TOTAL NO OF MEETINGS	% ATTENDANCE
Council	4	6	10	87%
Finance & Remuneration Committee	4	2	6	82%
Audit & Risk Committee	4	3	7	80%
Planning and Resource Committee	4	1	5	95%
Human Resource (HR) Committee	4	1	5	87%
Student Affairs Committee	2	0	2	92%

### 3.3.4 Declaration of Interest by Council Members

To prevent conflict of interest among Council members, all Council members were required to sign an annual Declaration of Interest form for members of Council and at each meeting to declare any conflict of interest in items on the agenda. All Council members completed and submitted the forms on declaration of interests.

### 3.3.5 Statement on Conflict Management

Council has, as part of its fiduciary duties, attended to conflict which emerged at MUT in 2017. Council has succeeded in mitigating that conflict and ensured that all university functions operated without any obstruction resulting from the conflict.

### 3.3.6 Statement on worker and student participation (co-operative governance)

This matter has already been addressed under point 2.6 in the Report from the Chairperson of Council.

### 3.3.7 Statement on Code of Ethics

This matter has already been addressed under point 2.2 in the Report from the Chairperson of Council.

## 4. Approval of Statement by Council

Council has approved the above Council Statement on Governance at its meeting on 15 August 2018. The meeting was quorate and the documentation for approval by the Council was circulated with the meeting agenda in advance with due notice.